



## **BUTTE COUNTY JOINT SCHOOL DISTRICT #111**

District Administration Offices – 250 S. Water St. – PO Box 89 – Arco, ID 83213    Spencer Larsen – Superintendent  
Lanell Farmer – Business Manager    Julie Haney – District Secretary    Phone (208) 527-8235 - Fax (208) 527-8950  
[www.butteschooldistrict.org](http://www.butteschooldistrict.org)

### **Differentiated Pay Plans**

As the Idaho Core standards are here and the Smarter Balanced Assessment will be administered in the spring, it is imperative that teachers know the new standards and incorporate those standards into their teaching. To help facilitate this process, all teachers in Butte County Joint School District will turn in pacing guides to the appropriate administrator. The process of creating pacing guides will help teachers become more acquainted with the Idaho Core and will give teachers a visual representation as to whether or not each teacher is addressing all standards.

As this has not been done in our district, the first pacing guide will be due in mid-October. The next two pacing guides will be turned in by the end of the first semester. Remaining pacing guides will be required to be turned in by the end of March. Teachers who meet these deadlines will be able to earn half of their share.

Teachers will be able to earn the other half share based upon student growth. Teachers and administrators of each building developed their own differentiated pay plans. They are as follows:

#### **Howe Elementary School** Admin-Teachers-Paraprofessionals

##### AIMS Math and Reading (K-2)

75% of students will grow 20 points combined from fall to spring.

##### AIMS Math and Reading (3-5)

75% of students will grow 15 points combined from fall to spring.



**Arco Elementary School**  
Admin-Teachers-Paraprofessionals

IRI (K-3)

75% of students will show a growth of 20 correct words or letters per minute from Fall to Spring based on the IRI.

Plato Test Packs (4-5)

70% of students will show a combined growth of 10 points in Reading and Math from Fall to Spring.

**Butte Middle School and Butte High School**  
Admin-Teachers-Paraprofessionals

End of Course Assessments (6-12)

EOC's will be administered at the start of 2<sup>nd</sup> Semester and again during finals week at the end of the year, at which time 80% of students will show a growth of at least 15 points

**Non-certificated staff**

In the Butte County Joint School District, we would like as many employees as possible to benefit from differentiated pay. Non-certificated staff will be grouped with teachers at the buildings they work in. As the teachers reach their target growth, non-certificated staff will earn bonuses based on the percentage of time they are directly with students.